Alberta Employment and Immigration

July 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,989,500[1] Albertans employed, of which about 349,800 are self-employed. The unemployment rate nationally has increased slightly to 8.6% with a net loss of 7,400 jobs. Increases in unemployment were primarily due to job seekers returning to the labour force. Unemployment in Alberta increased between May and June, moving from 6.6% to 6.8%. There are approximately 409,300 Albertans covered by union agreements. Alberta's union membership rate is 24.5% while nationwide the union membership rate is 31.2%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The strike/lockout involving UFCW, Local 401 members with Old Dutch Foods Ltd. (Calgary), which began on March 29, 2009, continues. UFCW, Local 401 members with the Lucerne Foods' ice cream plant in Edmonton, as well as the Macdonalds Consolidated distribution centre, have voted in favour of strike action.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	5,896	6,534	49,525	12,848	**74,803**	27,557	6,879	29,939	24,184	**88,559**	2,402	147	**2,549**
Private	4,579	7,367	12,648	17,001	**41,595**	21,678	13,524	6,433	10,488	**52,123**	2,705	3,250	**5,955**
All	10,475	13,901	62,173	29,849	**116,398**	49,235	20,403	36,372	34,672	**140,682**	5,107	3,397	**8,504**
Average Annual Wage Change %													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	3.9	3.8	4.9	2.3	**4.3**	2.0	4.2	4.2	4.6	**3.6**	2.2	3.9	**2.3**
Private	4.0	5.7	6.0	6.1	**5.8**	3.7	4.6	4.1	4.9	**4.2**	2.5	1.0	**1.7**
All	3.9	4.8	5.1	4.4	**4.8**	2.8	4.4	4.2	4.7	**3.8**	2.3	1.1	**1.9**

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2007 to 2009 (July)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	4	42	30.4	2.4	6.4
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	11	2,742	26.7	0.0	0.0
2008	18	9,381	43.6	5.6	22.3
2007	41	28,216	44.9	6.0	24.3
Educational Services*					
2009	6	509	35.0	1.6	4.5
2008	81	38,150	51.3	2.3	9.0
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	22	2,228	35.6	3.3	10.3
2008	51	58,572	38.3	4.7	15.3
2007	52	30,206	34.4	4.7	14.4
Information And Cultural Industries					
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

*** Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Manufacturing					
2009	2	136	21.4	1.0	1.8
2008	27	3,168	35.0	5.4	15.9
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	5	102	22.8	2.2	4.2
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	19	1,038	29.2	2.7	6.9
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	5	44	27.3	3.2	8.2
2008	15	1,004	36.6	7.1	23.1
2007	16	3,217	35.7	3.9	11.8
Utilities					
2009	1	64	24.0	2.0	4.0
2008	10	5,671	24.3	2.9	6.0
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	5	1,016	46.0	5.0	25.6
2007	2	72	24.0	5.7	11.7

*** Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Manufacturing					
Maple Leaf Foods – Pork Plant (Lethbridge)	UFCW, Local 401	260	36	March 31, 2012	$500.00 Signing bonus 1st year: $0.20/hr for levels 1-3 $0.25/hr for levels 4, 5 2nd year: $0.25/hr for levels 1-3 $0.35/hr for levels 4, 5 3rd year: $0.25/hr for levels 1-3 $0.40/hr for levels 4, 5.
Coca Cola Bottling Company (Edmonton)	CAW, Local 350	160	36	May 15, 2012	1st year 1.5% 2nd year 1.5% Plus $0.15/hr 3rd year 2.0% Plus $0.20/hr.

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife Labs – Edmonton/ Fort McMurray	HSAA	827	First Agreement	Negotiations continue.
University of Alberta	NASA	4,300	31-Mar-09	Negotiations continue.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Athabasca University	Faculty Association	200	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Calgary Board of Education (Public School District)	Bargaining Council of the CBE – Skills Trade Unions	150	31-Jan-09	Negotiations continue.
Regional Municipal District of Wood Buffalo	Fire Fighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	IBEW, Local 254	220	04-Jan-09	Negotiations continue.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Lethbridge	Firefighters, Local 237	137	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Canada Safeway – Edmonton Distribution Centre	UFCW, Local 401	310	13-Dec-08	Negotiations continue.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.
Fairmont Palliser Hotel (Calgary)	CAW, Local 4273	300	28-Feb-09	Negotiations continue.
Fairmont Jasper Park Lodge	CAW, Local 4534	390	31-Mar-09	Negotiations continue.
Waste Services (CA) Inc.	CAW, Local 4050	170	29-Jun-09	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
Corporation of Delta	Firefighters, local 137 (IAFF)	137	36	31-Dec-09
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", June 18, 2009.				
Vancouver Island Regional Library	CUPE, local 401	150	48	31-Dec-10
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0% 4th year 3.5%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", May 20, 2009.				
District of Mission	CUPE, Local 1267	160	60	31-Dec-13
Terms: 1st year 3.5%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%, 5th year 4.0%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", May 20, 2009.				
Ontario				
Ottawa Hospital	Ontario Public Service Employees Union	2,200	12	31-Mar-09
Terms: 1st year 3.25%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008				
College Compensation and Appointments Council	Ontario Public Service Employees Union	6,453	36	31-Aug-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008				
Brant Haldimand Norfolk Catholic School Board	English Catholic Teacher's Association	458	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008				
Prince Edward Island				
Prince Edward Island Provincial Department of Health	P.E.I. Nurses' Union	1,200	24	31-Mar-10
Terms: 1st year 4.0%, 2nd year 4.0%.				
Source: "Human Resources Skills and Development Canada, Workplace Bulletin", June 30, 2009.)				
Private Sector				
British Columbia				
Sodexho	Hospital Employees' Union	1,500	48	30-Sep-12
Terms: 1st year $0.65/hr, 2nd year $0.40/hr, 3rd year $0.40/hr, 4th year $0.50/hr				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", June 18, 2009				
Dynamic Windows and Doors Inc.	Steelworkers, Local 2952	98	60	30-Apr-14
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.5%, 4th year 3.0%, 5th year 3.0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", June 18, 2009				
Ontario				
Labourers Employer Bargaining Agency	Labourers	10,000	36	30-Apr-10
Terms: 1st year 3.4%, 2nd year 3.4%, 3rd year 3.4%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008.				
Xstrata Copper Canada (Kidd Metallurgical Site-Timmins)	CAW	635	36	30-Sep-11
Terms: 1st year 3.2%, 2nd year 3.2%, 3rd year 3.2%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				

Recent Labour Relations Developments in Other Jurisdictions

Saskatchewan

Fifty-three members of the Retail, Wholesale and Department Store Union at the Coca-Cola Distribution Centre in Saskatoon have been on strike since June 9, 2009. A main issue in dispute is the desire by the employer to remove a clause from the collective agreement, Article 21, which prevents the company from hiring third-party delivery drivers. Although new talks between the parties have not been scheduled, Coca-Cola has indicated it is open to resuming negotiations.

Source: thestarphoenix.com, Cassandra Kyle, "No Talks set in Coca-Cola strike", July 12, 2009

Ontario

More than 3,000 members of the Steelworkers, Local 6500, with Vale Inco in Sudbury went on strike on July 14, 2009. The employer made an offer involving concessions in compensation and changes to the pension plan. Local 6500 President John Fera indicated through more than three months of negotiations, the issue was not about making more money, but rather about holding on to what members have earned over the years. The union has stated it may be a long strike. Vale Inco is Brazilian-owned.

Source: thesudburystar.com, Carol Mulligan, "Steelworkers digging in for long term", July 15, 2009

Mayor David Miller has posted the City of Toronto's latest offer to striking municipal workers on the city's website. A main outstanding issue in the dispute is the employer's desire to curb the banking of sick days, which currently provides up to six months pay when employees retire. The strikes began in June 22, 2009 involving CUPE, Local 416 (Toronto Civic Employees Union), representing about 6,200 outside workers and CUPE, Local 79, representing about 23,500 inside workers. The city workers posted their latest offer on their website. This includes wage increases of 1.0% in 2009 and 2010, 2.0% in 2011, and 3.0% in 2012. As with the City of Windsor strike, a main impact on the public is the accumulation of garbage.

Sources: thestar.com, Jesse McLean, "Worker won't forgo banked time for latest contract offer from City", July 15, 2009, and City of Toronto news release, :Toronto presents fiar and affordable offers to unions", July 10, 2009.

Newfoundland and Labrador

The Fish, Food and Allied Workers have reached an agreement with shrimp processors and the provincial government setting a price that harvesters will receive for this year's 2009 shrimp catch. The harvesters had said they needed at least 42 cents a pound to make any profit on this year's catch, while processors said they could not afford to pay more than 37 cents. The agreement provides for 42 cents a pound. To make this happen, 0.6 cents paid on every pound will come from utilizing the Shrimp Development Fund that harvesters pay into on a regular basis. The province will also provide a processing fee rebate for the season.

Source: cbc.ca, "N.L. shrimp harvesters get their asking price", July 11, 2009

United States

President Obama met with the National Labor Coordinating Committee on July 13, 2009. The Committee includes the two large labor federations, the AFL-CIO and Change to Win, along with leaders from eleven major unions representing sixteen million workers. President Obama told the labour leaders he remains committed to passage of the Employee Free Choice Act, which would allow employees to form a union as soon as a majority of workers signed a card of support. Business representatives have said this would let unions bully workers into signing cards, but labour officials contest that current law allows employers to intimidate workers before secret ballots are cast. The legislation has been stalled now for months, as senators work out a compromise that can satisfy several wavering Democrats. The union leaders at the meeting also told President Obama they want a health care plan that requires employer participation and creates universal coverage.

Source: google.com, The Associated Press, "Union Leaders: Obama still firm on organizing bill", July 14, 2009

Nigeria

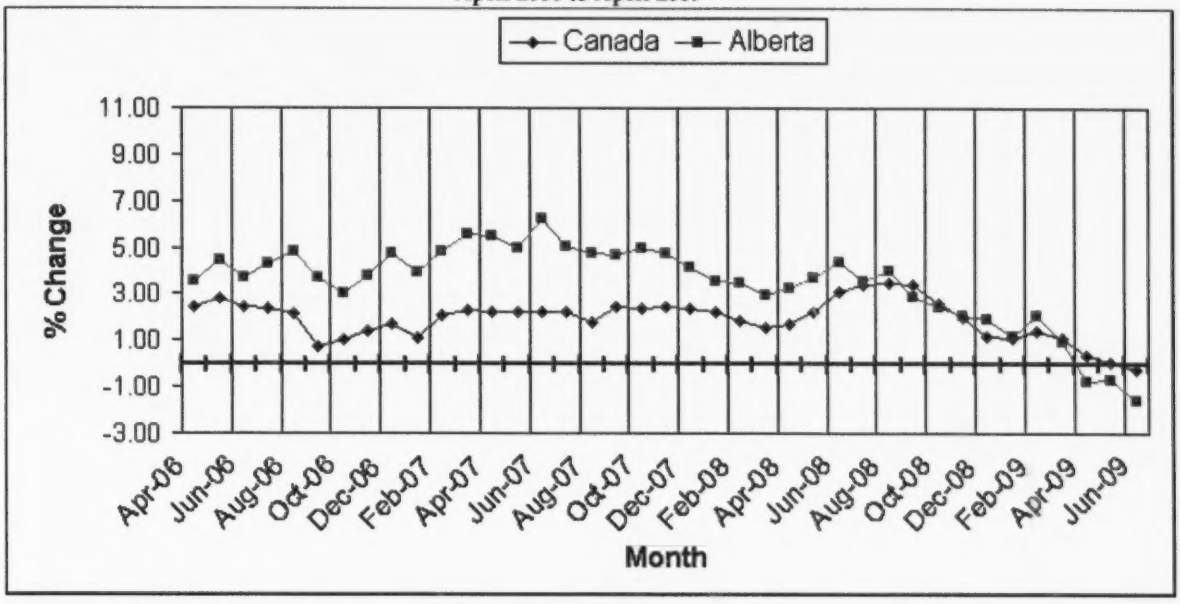
The Dock Workers branch of the Maritime Workers Union of Nigeria, has given a seven-day ultimatum to the Nigerian Ports Authority for their salary arrears to be paid, or they will shut down port operations in Lagos. Apparently, new management with the Authority does not recognize the collective agreement between the workers and previous management.

Source: 234next.com, "Dock workers threaten strike over non-payment of salary arrears", July 15, 2009

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

April 2006 to April 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

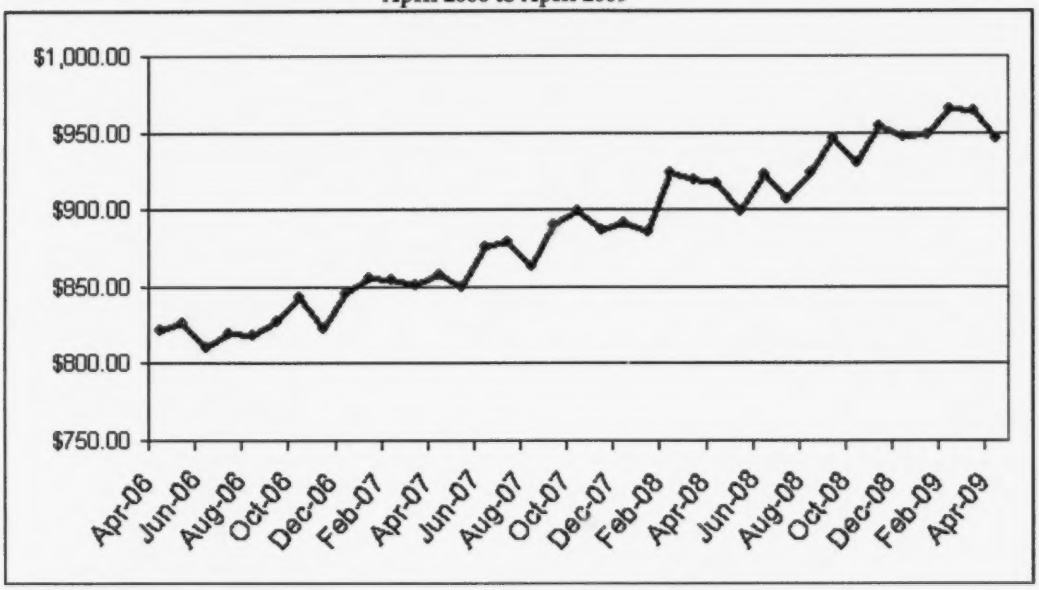
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

April 2006 to April 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Apr-08	$917.31	6.93
May-08	$899.57	5.83
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$946.66	3.20

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.